

**PROGRAM YEAR 2005 ADDENDUM**

**CALIFORNIA SENIOR EMPLOYMENT SERVICES  
COORDINATION PLAN**

## Introduction

Per the U. S. Department of Labor (DoL) instructions, only a modification to the California Senior Employment Services Coordination Plan is needed for Program Year (PY) 2005. For this reason, the Plan work group decided to submit an addendum to the current Plan instead of a full Plan for PY 2005. The Addendum contains the sections in which a modification/strategic focus were incorporated. For the sections of the Plan that contain no change, please refer to the original Plan submitted for PY 2004, which contains the Delegation of Authority dated August 13, 2004.

## Overview of Grantees

During Fiscal Year (FY) 2004-05, the California Department of Aging (CDA) received 1,052 authorized participant slots, which is a decrease of nine slots from the previous FY. The 10 Senior Community Service Employment Program (SCSEP) National Contractors who operate programs in California received 4,105 authorized participant slots for FY 2004-05, which is a decrease of 14 participant slots.

Currently, CDA contracts with 18 Area Agencies on Aging (AAA) to provide SCSEP services and collaborates with the 10 SCSEP National Contractors to ensure the equitable distribution of participant slots within California's county structure, and the aging networks 33 Planning and Service Areas (PSA). Attachment A identifies the breakdown of PSA designations in California.

Listed below is an updated directory of the 10 National Contractors who operate SCSEPs in California:

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### Section 3 Comments

All proposed changes to the Plan were discussed at the SCSEP State and National Contractors Meeting held on March 1 and 2, 2005 in Sacramento, California. The Plan was posted on CDA's website for comments from April 19, 2005 through April 26, 2005. An e-mail (Appendix A1) announcing the posting of the Plan on CDA's website was sent to all 33 AAA Directors; CDA's 27 SCSEP Projects and Sub-Projects; the 10 National SCSEP Providers in California; 199 Comprehensive, Affiliated, and Specialized One-Stop Career Center (OSCC) Site Supervisors; Chairs of 49 Local Workforce Investment Boards (LWIBs); State Board Chair, California Workforce Investment Board (CWIB); and the Director of the Senior Worker Advocate Office (SWAO), Employment Development Department (EDD).

### Section 4 Plan Provisions

#### A. Basic Distribution of SCSEP Participant Slots

Appendix BB1 displays the revised FY 2004-05 ED Report submitted for approval to DoL by California.

In FY 2004-05, DoL reduced by 23 the allocated participant slots to the State and National Contractors in California based on a federal decrease in funds allocated for the SCSEP nationwide. The method used for the redistribution of slots was

consistent with the established goal of reaching a parity level of +/- 10 for each county in California. Throughout the year, the coordination of slot transfers and reductions took place via telephone and written correspondence with National Contractors. The goal was accomplished in 56 of 58 counties. It was determined that movement to create a lower parity rate less than +/- 10 would be too disruptive during the current FY to the program and its participants.

The changes referenced in Appendix BB1 are outlined as follows:

**AARP Foundation** has redistributed authorized slots due to a reduction and transfer of slots in California in the following counties:

- Per an agreement between AARP and SSA, AARP transferred 90 slots to SSA, and in exchange, AARP received 43 slots from SSA in Florida. The remaining 47 slots plus an additional two slots were reduced from AARP's allocation in California resulting in a total of 448 slots in California, a reduction of 92 slots, from 540 to 448 slots.
- Exchanges were made as follows: AARP transferred to SSA 51 slots in Santa Barbara County and 39 slots in San Luis Obispo County. These totals include a transfer of 10 additional slots: 2 slots from Humboldt County and 8 slots from Sonoma County to improve the equitable share and bring these counties closer to parity.
- Humboldt County was reduced by 4 slots, from 35 to 31, which brought the county's status to 5 above parity. As mentioned previously, 2 of these slots were transferred to SSA in Santa Barbara County, and 2 slots were the result of budget reductions.
- Sonoma County was reduced by 8 slots, from 59 to 51, which changed the county's status to 1 above parity. As mentioned previously, 3 of these slots were transferred to SSA in Santa Barbara County and the remaining 5 were transferred to SSA in San Luis Obispo County.

**EW** received a decrease of 1 slot, from 391 to 390 slots, and was approved by the DoL to redistributed their authorized slots in the following counties in order to establish a new program in Ventura County.

- Amador County was decreased by 3 slots, from 8 to 5, which brought the county's status to parity.
- Calaveras County was decreased by 1 slot, from 6 to 5, which changed the county's status to 1 above parity.
- Colusa County was decreased by 3 slots, from 5 to 2, which brought the county's status to parity.

- Glen County was decreased by 3 slots, from 6 to 3, which brought the county's status to parity.
- Kern County was increased by 5 slots, from 80 to 85, which changed the county's status to 1 below parity.
- Lake County was decreased by 4 slots, from 22 to 18, which brought the county's status to parity.
- Lassen County was decreased by 3 slots, from 4 to 1, which changed the county's status to 4 above parity.
- Mariposa County was increased by 1 slot, from 5 to 6, which brought the county's status to parity.
- Mendocino County was increased by 1 slot, from 16 to 17, which changed the county's status to 3 below parity.
- Merced County was increased by 8 slots, from 17 to 25, which brought the county's status to parity.
- Modoc County was decreased by 3 slots, from 3 to 0, which changed the county's status to 2 below parity.
- Nevada County was decreased by 1 slot, from 4 to 3, which brought the county's status to parity.
- Plumas County was decreased by 4 slots, from 4 to 0, which changed the county's status to 1 below parity.
- Sacramento County was increased by 5 slots, from 10 to 15 and then decreased by 1 slot, from 15 to 14, which brought the county's status to parity.
- San Benito was decreased by 2 slots, from 7 to 5, which brought the county's status to parity.
- Shasta County was decreased by 2 slots, from 16 to 14, which brought the county's status to parity.
- Sierra County was decreased by 1 slot, from 1 to 0, which brought the county's status to parity.
- Siskiyou County was decreased by 2 slots, from 2 to 0, which changed the county's status to 9 above parity.
- Solano County was increased by 2 slots, from 12 to 14, which changed the county's status to 5 below parity.

- Stanislaus County was increased by 6 slots, from 10 to 16, which brought the county's status to parity.
- Sonoma County was decreased by 2 slots, from 12 to 10, which changed the county's status to 1 above parity.
- Sutter County was increased by 3 slots, from 10 to 13, which changed the county's status to 3 below parity.
- Trinity County was decreased by 3 slots, from 3 to 0, which brought the county's status to parity.
- Tuolumne County was decreased by 2 slots, from 8 to 6, which changed the county's status to 4 above parity.
- Ventura County was increased by 10 slots, from 0 to 10, which brought the county's status to parity and established a new program to support the State project in that county.
- Yuba County was decreased by 2 slots, from 8 to 6, which brought the county's status to parity.

**NAHE** received a decrease of 3 slots, from 667 to 664 slots, and reduced slots in the following county:

- Los Angeles County was decreased by 3 slots, from 248 to 245.

**NAPCA** received a decrease of 1 slot, from 369 to 368 slots, and reduced a slot in the following county.

- Orange County was decreased by 1 slot, from 100 to 99, which changed the county's status to 11 below parity.

**NCOA** received a decrease of 2 slots, from 477 to 475 slots, and reduced their authorized slots in the following county:

- Solano County was decreased by 2 slots, from 15 to 13.

**SSA** received a decrease of 2 slots, and per their agreement with AARP, received an increase of 90 slots in California, from 490 to 578 slots, which were distributed in the following counties:

- Alameda County was decreased by 3 slots, from 179 to 176.
- Los Angeles City was increased by 1 slot from 25 to 26.
- Monterey County was increased by 2 slots, from 44 to 46, which brought the county's status to parity.



- Orange County was decreased by 5 slots, from 40 to 35, which changed the county's status to 11 below parity.
- San Diego County was increased by 3 slots, from 85 to 88.
- San Luis Obispo County was increased by 39 slots, from 0 to 39, which changed the county's status to 1 below parity. As mentioned above, AARP transferred 34 slots from San Luis Obispo County and 5 slots from Sonoma County to SSA.
- Santa Barbara County was increased by 51 slots, from 0 to 51, which changed the county's status to 3 below parity. As mentioned above, AARP transferred 46 slots from Santa Barbara County, 2 slots from Humboldt County, and 3 slots from Sonoma County to SSA.

**SER** received a decrease of 2 slots, from 621 to 619 slots, and redistributed their authorized slots in the following counties:

- San Diego County was decreased by 2 slots, from 91 to 89, which changed the county's status to 5 below parity.
- Los Angeles City was decreased by 10 slots, from 92 to 82, which changed the city's status to 10 below parity.
- Los Angeles County was increased by 10 slots, from 108 to 118, which changed the county's status to 5 above parity.

**USFS** received a decrease of 1 slot, from 345 to 344 slots, and redistributed their authorized slots in the following counties:

- Alameda County was increased by 2 slots, from 0 to 2, which changed the county's status to 2 above parity.
- Solano County was decreased by 3 slots, from 7 to 4, which changed the county's status to 5 below parity.

**CDA** received a decrease of 9 slots, from 1,061 to 1,052 slots, and redistributed their authorized slots in the following counties:

- The Contra Costa AAA decided to discontinue the administration of CDA's SCSEP in FY 2004-05. This program was responsible for administering 13 slots. Since CDA was faced with a budget reduction of 9 slots, these 9 slots were absorbed by the closure of the Contra Costa SCSEP and the remaining 4 slots were transferred to the nearby county of Marin which was below parity by 5 slots. This transfer brought the Marin County's status to parity. The loss of a project in Contra Costa County changed the county's status from 7 to 19 below parity.

**Strategic Focus #1:** The State will continue to work with National Contractors to ensure slots are distributed throughout California according to the allocation ratio required by DoL.

### C. Special Populations

The data included in Appendix G1 displays an update of the SCSEP participant characteristics in California based on gender, age, ethnicity, individuals that are at or below the poverty level, veterans, and disabled for FY 2003-04. The following information provides a comparison of California's SCSEP participants served during FY 2003-04 and FY 2002-03.

In FY 2003-04, there were 4,010 individuals enrolled in the program, which was a 6 percent increase from FY 2002-03. In comparing the number of women to men served, 64 percent were women, which is a 3 percent increase from the prior year; and 36 percent were men, a 3 percent decrease.

The percentage of participants served between 55 – 59 years of age decreased by 11 percent, from 33 percent to 22 percent. The percentage of participants served between 60 – 69 years of age remained at 49 percent. Twenty-nine percent were 70 years of age and older which represents a significant increase of 11 percent for this age group.

Twenty-eight percent of the participants had one-to-three years of college; a decrease of 2 percent from the prior year, and 16 percent had four or more years of college, a decrease of 3 percent from the prior year. Thirty-two percent of the participants do not possess a high school diploma or equivalent which is a 14 percent increase compared to the prior FY.

A comparison of the data collected from the previous year indicates a change in the characteristics of individuals served. Those changes include: more women served than men, an increase of individuals who were 70 years and older, an increase of participants who do not possess a high school diploma or equivalent, and a decrease of participants with a college education.

In summary, the shift in participants served in FY 2003-04 indicates that SCSEP is working with the hardest to serve population. The participants represent an older cohort, with minimal education, who requires extensive training to update their skills to a marketable level. As a result of this demographic trend, California's SCSEP will take a more holistic approach when addressing the needs of this special population.

**Strategic Focus #2:** Increase the self-sufficiency of low-income, unemployed, less educated older individuals.

OBJECTIVES	STRATEGIES	INDICATORS	OUTCOMES
To address the increased barriers of	Projects will undertake a more	A greater emphasis on providing	Older workers will achieve economic self-

this diverse population.	comprehensive approach when working with participants.  Projects will coordinate with EDD to identify agencies that work with employers who hire individuals with a felony record.	support services to participants.	sufficiency.
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In comparing this year's SCSEP participant ethnic characteristics to last year's, all ethnic categories remained the same except for the Hispanic/Latino category with a 2 percent increase, and the Asian/Pacific Islander with a 2 percent decrease. This new analysis demonstrates that the SCSEPs continue to exceed the provision of services to ethnic populations as it relates to the State percentage in all but one ethnic category.

<u>Ethnicity</u>	<u>State percentage (2000 census data)</u>	<u>PY 2005 SCSEP participant Characteristics</u>	<u>PY 2004 SCSEP participant Characteristics</u>
White	66.5%	38%	38%
Black	5.5%	16%	16%
American Indian/Alaskan Native	0.443%	1%	1%
Asian/Pacific Islander	10.56%	17%	19%
Hispanic/Latino	15.23%	28%	26%
Other	.12%	*	*
Multirace	.16%	*	*

\* Quarterly progress reports do not currently require the collection of this data.

#### **D. Type of Skills**

To obtain up-to-date information in this section, the survey was revised and re-circulated to gather current information for the sections in this addendum. One of primary focuses was Workforce Investment Act (WIA) coordination, collaboration, and partnerships. (Appendix H1).

A total of 66 surveys were submitted to CDA. This is a considerable drop in participation from the previous survey where 118 surveys were submitted. Eighteen of CDA's SCSEP grantees and seven of the ten national contractors responded to the survey.

Survey results were received from: AARP Foundation, SSA, EW, NAPCA, NCOA, SER, and U.S. Department of Agriculture Forest Service.

- Throughout California's 58 counties, the general unemployment rate ranged from 3 to 23 percent compared to the 4 to 21 percent variance reported in the PY 2004 Plan. This change represents a decrease as well as an increase in the rates from county to county. The decrease varied from .2 to 3.8 percent and the increase varied from .1 to 1.1 percent. Overall, most counties unemployment rates dropped; however, the overall unemployment rate of 5.8 percent for California (as of December 2004) is higher than the U.S. rate of 5.4 percent.
- Fifteen of the 66 respondents identified different labor market needs for FY 2003-04 than was reported in the previous survey. There was a change in the highest ranked categories as follows: retail – 6; construction – 4; health services and real estate each had – 3; hotel and cashier each had – 2; education, information technology, and security each had – 1. The information received for the current FY demonstrates a continued need for cashiers, retail sales, and health services statewide.
- The new survey results indicated no significant change in the ability of participants to meet labor market needs; however, 9 percent of the respondents reported that their participants no longer meet the labor market needs in their counties and only 10 percent somewhat met the labor market needs due to a shift in their top two labor market needs.

Additional barriers to employment for California's older worker population were identified. The chart below provides a list of the most commonly reported barriers in FY 2003-04 and FY 2002-03. Projects also reported new barriers, which include: homelessness, substance abuse, drug traffickers recently released from prison, and an increased enrollment of individuals with a felony record. Lack of confidence and lower self esteem due to perceived age discrimination when seeking employment was mentioned as well.

Results of the new survey revealed the following reasons why participants were not able to meet the highest labor market needs. They were:

- Computer literacy and lack of job ready skills (a major barrier listed in the previous survey). However, physical limitations or stamina (a participant must be able to stand for extended periods of time to perform the duties required of a cashier or retail sales associate) did not increase/decrease from the previous survey. In some cases, participants were not interested in training for positions that met the top two labor market needs identified by some counties, i.e., cashier, retail sales, hospitality, etc.

- New SCSEP regulations have created significant challenges for projects. Emphasis has shifted from community service to employment, with the current applicant pool reduced to those individuals who participate in other federally subsidized programs, e.g., housing, food stamps, etc. Eligible applicants may choose not to participate in SCSEP for fear of losing other public assistance once unsubsidized employment is obtained. If eligible applicants choose not to participate in SCSEP, recruitment will be even more challenging.
- Many projects find that OSCC, even after sensitivity training on the needs of older workers, are either unable or unwilling to serve older workers. This may be directly or indirectly linked to the high placement requirement for WIA programs.

Barrier	Number of Projects That Listed this Barrier from FY 2003-04	Percent of the 66 Surveys Received for FY 2003-04	Barrier	Number of Projects That Listed this Barrier from the FY 2002-03	Percent of the 118 Surveys Received for the FY 2002-03
Computer literacy	19	29%	Transportation	52	44%
Lack of job ready skills	18	27%	Education	44	37%
Health	10	15%	Literacy skills	42	36%
Physical limitation/ stamina	7	11%	English proficiency	40	34%
			Cultural diversity of population	25	21%
			College or graduate degrees were out of date	24	20%
			College or graduate degrees were from foreign countries	21	18%
			Computer literacy	20	17%
			College or graduate degrees were obsolete	18	15%
			Age	10	8%

The California Labor Market Review (CLMR), a monthly publication of California's EDD Labor Market Information Division, listed in its December 2004 issue the seasonally adjusted California unemployment rate at 5.8 percent. The CLMR lists the seasonally adjusted U.S. unemployment rate at 5.4 percent. The map that illustrates the unemployment rate by county, which is not seasonally adjusted, is

included in Appendix J. Rates included on the map concur with the unemployment rates that were reported by SCSEP projects in the survey.

Strategic Focus #3: Increase access for employment and training services

OBJECTIVES	STRATEGIES	INDICATORS	OUTCOMES
Increase admission of older workers into training by OSCC and partner programs.	a. CDA will recommend to the CWIB to tailor training curriculum to suit the variances in learning styles of older workers.  b. CDA will seed representation on the CWIB Advancing Older Worker Special Committee.	Increased enrollment of SCSEP participants in skills training through OSCC and partner programs.	Marketable skills for older workers that meet labor market needs.
Increase community awareness and access of SCSEP employment and training services.	CDA will create a web-based eligibility calculator and place it on CDA's website.	a. Increased number of predetermined eligible SCSEP participants arriving at SCSEP projects/OSCC.  b. Increased number of referrals to the OSCC of individuals ineligible for SCSEP services.	Web-based access on CDA's website will be completed by June 30, 2006.
Provide SCSEP participants access to computer training to increase their employability.	a. Identify available basic computer training resources in the community.  b. Appropriate Community	a. Increased referral and enrollment of participants in basic computer training classes.  b. Participants are knowledgeable	a. SCSEP participants secure employment requiring basic computer skills.  b. SCSEP participants will

	Service Assignments will provide an introduction to basic computer operation, e.g., clerical, cashier, etc.	of basic computer skills.	be better equipped to meet the workforce needs of business and industry statewide.
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## E. Community Service Needs

Appendix I1 displays an update of the number of SCSEP participants in California that provided services to the general and senior community for FY 2003-04 along with the previous year FY 2002-03. In FY 2003-04, a total of 4,010 persons provided assistance in community service agencies in California, which is an increase of 6 percent or 253 participants. Sixty-seven percent (67%) of these positions were assigned to social service agencies, education, and other services in the general community, which is a decrease of 3 percent from the prior year. Likewise, 33 percent of the 4,010 positions were assigned to project administration, employment assistance, nutrition, outreach/referral, recreation/senior center services, and other services in the senior community, which reflects a 3 percent increase from the prior year. This demonstrates expanded support and continued substantial contribution to the host agencies that specifically serve the senior community.

The noted increase of SCSEP participants in project administration and employment assistance is a direct result of the implementation of the April 9, 2005, SCSEP regulations and new SCSEP database. Projects reported an increased need to utilize their more seasoned participants within the administration of the program due to the lack of administrative funds to support the new priorities and additional performance measures. Since these participants will at some point be job ready and find unsubsidized placement, newly assigned participants will continually need to be trained to use the new SCSEP database and apply program requirements. This type of turnover in the program makes it a challenge to maintain program consistency.

The story below continues to illustrate the value of SCSEP participants to the community service host agencies in which they work and the value of that participation to their own lives.

### Human Interest Story #4

An 81 year old participant, G. Adams, was brought up in a circus (his parents were performers) and he did not have the opportunity to attend school; therefore, he never learned to read and could only sign his name. The SCSEP placed him in a training assignment at the West Valley Occupational Center (WVOC). His supervisor, J. Quine, upon discovering his literacy needs, enrolled him in a literacy training class.

Mr. Adams is now beginning to read and write. His supervisor indicates that she hopes to eventually hire Mr. Adams in an unsubsidized position at the WVOC.

## **F. Coordination with the WIA**

As outlined in the (draft) California's 2-Year Strategic Plan for 2005-07, one of the Governor's priorities speaks to utilizing WIA discretionary training dollars to ensure that individuals with multiple barriers to employment receive appropriate skills training, which in turn will match the top skills required by California employers. As a result of the Governor's priority, the Advancing Workers Special Committee was formed. The primary responsibility of the group is to identify strategies and customized training curriculum to prepare all future workers, including older workers, with the aptitudes and skills that business and industries require. CDA will seek representation on this committee to serve as an advocate on behalf of older workers.

In California there are 50 designated Local Workforce Investment Areas (LWIA) and 49 LWIBs. Of the 50 LWIA, 17 are approved LWIA designees, while 33 are either "temporary" or "CWIB" recommended designees. The Governor plans to extend the existing designations over the next 2-year period.

Currently, 14 of CDA's 18 SCSEP Projects serve as members of LWIBs in the 13 counties of Alameda, Napa, Stanislaus, San Mateo, San Bernardino, Riverside, Los Angeles (County and City), Marin, Merced, Orange, San Diego, Ventura and San Joaquin. The 13 counties and 1 city represent the following AAAs:

- AAA – Serving Napa & Solano
- Center for Senior Employment, SCSEP Provider for the Stanislaus County Department of Aging and Veterans Services
- Family Service Agency, SCSEP Provider for the San Mateo County AAA
- San Bernardino County Department of Aging and Adult Services
- Volunteer Center of Greater Orange County, SCSEP Provider for the Orange County Office on Aging
- County of Riverside Office on Aging
- Los Angeles County AAA
- City of Los Angeles Department of Aging
- Department of Workforce Investment, SCSEP Provider for the Merced County AAA
- Experience Works, SCSEP provider for the Ventura County AAA
- San Joaquin County Department of Aging and Community Services

At the time of this report, 75 percent of CDA's SCSEP projects have executed Memorandums of Understanding (MOU) with LWIBs that are critical to the development of workforce policy in their communities. Over the next PY, CDA's SCSEP projects will be encouraged to contact the remaining LWIBs to negotiate, draft, and execute MOUs.

The two National Contractors that reported a change (EW, SSA) to the new survey indicated that a total of 4 MOUs with LWIBs were executed. EW reported a total of three executed MOUs out of a possible 16; SSA reported 2 executed MOUs out of a



possible 10. Many of the MOUs cover multiple counties and LWIAs. Both respondents reported that they are currently in the process of pursuing appointments to the LWIB and execution of required MOUs. The remaining National Contractors reported no change from the previous survey.

Currently in California, there are a total of 160 Comprehensive OSCCs serving 56 counties. In addition to the comprehensive centers, employment and/or training services are offered to individuals by means of affiliated or specialized centers, kiosks or mobile units. (Source: <http://www.edd.ca.gov/one-stop/>)

- CDA's SCSEP projects placed a total of 64 participants in training positions throughout the OSCC system. These training positions provide the OSCC with clerical support and customer service functions. Participants serving in these positions reduce the administrative workload of the OSCC staff and support the OSCC infrastructure. These in-kind contributions represent how the majority of CDA SCSEP projects support their fair share of the OSCC Delivery System.

### **Senior Worker Advocate Council (SWAC) Activities**

SWAC in partnership with CDA SCSEP and other organizations will sponsor the Governor's Older Worker and Exemplary Employer Awards in conjunction with Older Worker's Month. This year's event is scheduled for:

Tuesday, May 17, 2005  
Radisson Hotel  
Sacramento California

Awards are presented to business and individuals who have made an outstanding contribution to the workplace and who exemplify the concept that "ability is ageless."

- **Older Worker Award:** This award demonstrates excellence and/or leadership on-the-job involving quality of work, coworker relationship, productivity, dependability, and personal excellence that far exceed normal job expectations.
- **Exemplary Employer Award:** This award is presented to an exemplary employer who consistently demonstrates support for older workers in the hiring and promotion policies, retention efforts, training programs, and benefits package.
- **Lifetime Achievement Award:** This award is presented to individuals who have demonstrated a unique and exemplary commitment to their work and their community.
- **Excellence in Media Award:** This award is presented to media organizations that demonstrate a commitment to raising public awareness of the positive qualities of older workers.

After examining the goals articulated by DoL in Training and Employment Notice (TEN) 16-04, the SWAO, that oversees the work of the SWAC, in which the State's

SCSEP Policy Manager serves (Attachment B), has proactively sought and received approval to serve in the lead role for addressing older worker services within the Workforce Investment Branch of California's EDD.

The following strategies have been adopted to address the integration of the delivery of older worker services into the OSCC system by utilizing existing tools developed in the past by the SWAO and/or SWAC. These strategies are listed by goal areas contained in TEN 16-04.

### **LWIBs**

- Institute education sessions geared to inform One-Stop staff of the unique aspects of serving mature workers.

The SWAO will use the Silver Tool Box Training that has been used to train OSCC staff to assist older workers to find employment. This training consistently receives high evaluations from OSCC staff.

### **OSCCs**

- Educate businesses about alternative work arrangements and phased retirement programs that may attract older workers.

The SWAO has an Employer Tool Kit that provides employers strategies to utilize the older workforce including information about alternative work arrangements and phased retirement programs. The Employer Tool Kit has received positive evaluations from the California Employer Advisory Council.

- Offer a broad array of services, including intensive services, to older workers, based on the LWIA's strategic plan. Align services to better serve older workers and provide workforce solutions to businesses.

The SWAO has the Silver Tool Box Training that supports the use of intensive services by OSCC staff to assist older workers to find employment.

### **Mature Workers Intermediaries and Service Providers**

- Conduct outreach in local communities to educate businesses and community leaders about the advantages of hiring older workers.

The SWAO has outreach materials that can be utilized to educate businesses and community leaders about the advantages of hiring older workers.

**Strategic Focus #4: Improve coordination and collaboration with California's Workforce Investment System**

OBJECTIVES	STRATEGIES	INDICATORS	OUTCOMES
Increase access to training services at the OSCC.	<p>a. Recommend to the CWIB that the SWAO Silver Tool Box Training is provided on an on-going basis to the OSCC staff.</p> <p>b. Develop an MOU with the CWIB to include SCSEP as an intensive training vendor.</p>	<p>a. Identifiable number of older workers receiving OSCC training and other services.</p> <p>b. Upon completion of a client assessment and Individual Employment Plan (IEP), OSCC staff will refer client to SCSEP for possible community service training assignment.</p>	<p>a. Increased sensitivity to the needs of older workers seeking employment.</p> <p>b. A single point of entry to all employment/training services for older workers.</p>
Expand employer awareness on the value of older workers	<p>a. CDA's partner program, SWAO, will educate businesses about alternative work arrangements and phased retirement programs that may attract older workers.</p> <p>b. Conduct outreach in local communities to educate businesses and community leaders about the advantages of hiring older workers.</p>	An increased number of employers will contact the OSCC and SCSEPs to inquire about hiring older workers.	Older workers will achieve economic self-sufficiency.

## G. Avoidance of Disruptions

This section will be updated after discussion with the State SCSEP Policy Manager, DoL, and SCSEP National Contractors.

## Section 5 Plan Recommendations

### Recommendation #1:

**Background:** Prior to WIA, the Job Training Partnership Act (JTPA) targeted funds specifically for older workers. Under WIA, funds for training older workers no longer exist, while the number of older workers increases dramatically. To remain competitive in the labor market, older workers must acquire new or update job skills to the same extent as other age groups. Without specialized services under WIA, low-income older adults are unlikely to receive the support they need to address their unique economic, social, and physical characteristics. While WIA is designed to meet the needs of all workers, the Plan work group is concerned that the OSCCs funded under WIA are not adequately addressing the training and education needs of older workers.

**Recommendation:** The Plan work group urges DoL to require (1) that DoL provide specialized training and technical assistance to OSCC personnel on how to better serve and appropriately meet the unique needs of this important population of workers; and (2) utilization of State and National Contractors in the development of training curriculum to be used at OSCCs to better assist this targeted group to find employment.

The above recommendation is addressed in DoL's TEN 16-04, Protocol for Serving Older Workers, dated January 31, 2005. The TEN proposes action steps for 1) State Workforce Investment Boards (WIB) to develop policies and requirements that direct and support enhanced services to older workers in the State WIBs, 2) LWIB to institute education sessions geared to inform OSCC staff of the unique aspects of serving mature workers, 3) OSCC to offer a broad array of services and align services to better serve older workers. California's SCSEP appreciates and acknowledges DoL's efforts to ensure that the needs of this special population are addressed.

### Recommendation #2:

**Background:** DoL should consider changing the 125 percent poverty guideline level set by the Department of Health and Human Services (DHHS) in states where the standard of living is documented at a higher level. For example, California has recognized areas within the State, which are designated "high cost living areas" and could easily support poverty levels ranging from 150 to 175 percent of the poverty level. Currently, the Corporation for National and Community Service (CNCS), who serves the same population base, has adjusted the income eligibility level for "high cost living areas" within the State.

Effective April 1, 2003, CNCS recognized the following counties within California as designated high cost areas: Alameda County, Contra Costa County, Los Angeles County, Los Angeles City, Marin County, Orange County, Santa Barbara

County, Santa Clara County, Santa Cruz County, San Diego County, San Francisco County, San Mateo County, Sonoma County, and Ventura County. CNCS instructs its programs to base income eligibility of program participants on 135 percent of the DHHS poverty guideline.

**Recommendation:** The work group urges DoL to establish a higher federal poverty guideline threshold in documented high cost areas within the State of California.

### **Recommendation #3:**

**Background:** Should governors be required to secure OSCC infrastructure funding from mandated OSCC partners for distribution to OSCCs?

SCSEP funding limits the percentage a program can pay for administration. By adding a WIA cash fair share of allocable OSCC costs, the SCSEP would pay twice for administration. This would place an undue financial hardship on an already limited funding structure. If the SCSEP is required to support a fair share contribution to infrastructure, California could support the SCSEP using staff time at the OSCC as an in-kind contribution (as outlined in the April 28 Federal Register, 20 CFR Part 641, Sec 641.847) as an acceptable form of payment. This arrangement aligns with WIA statutory and regulatory requirements.

### **Recommendation:**

California SCSEP supports efforts to identify additional funding for One-Stop infrastructure and core services, and recommends that Congress appropriate additional funding to be distributed to states for infrastructure purposes.

California SCSEP recommends that if the SCSEP must contribute to funding of the infrastructure that in-kind contributions can be used as the acceptable form of payment. In Section F, Coordination with the WIA, documentation shows that the majority of support currently provided is through in-kind contributions. However, the decision around funding appears to rest with the administrator at each local OSCC.

We recommend that DoL clarify the policy regarding funding contributions directly to the State boards, and ask each board to notify their LWIBs and OSCC of this policy in order to ensure consistency throughout the OSCC system.

### **Recommendation #4:**

#### **Background:**

SCSEP is authorized to serve unemployed low-income older workers with poor employment prospects. Generally, this hard-to-serve population requires more time in a program and/or intensive services to prepare them for meaningful employment. Currently, SCSEP grantees find it extremely difficult, if not impossible, to negotiate an MOU with their LWIBs and their local comprehensive OSCCs. With the promulgation of new regulations, SCSEPs can be sanctioned for not negotiating MOUs with all local

partners, but the same sanctions do not apply to the OSCC system administered by the DoL Workforce Division.

**Recommendation:**

The DoL Workforce Division should be required to work with the DoL Employment and Training Administration to ensure that MOU requirements set forth in current regulation are implemented with all LWIBs and their mandated partners.

This concern has been addressed in DoL's TEN 16-04. The TEN proposes action steps for a State WIB to negotiate WIA performance with DoL that better reflect the services offered to older workers by OSCC partner programs. If performance goals better reflect the needs of older workers, SCSEPs may find negotiating MOUs with OSCC less challenging and more effective.

**Recommendation #5:**

**Background:**

Current regulations require mandated partners be represented on State WIB and LWIBs. Adherence to these regulations is not currently reflected in existing practice at the State and in limited practice at the local level. Without representation, the special needs of older workers are not considered on a consistent basis.

**Recommendation:**

During WIA Reauthorization, do not entertain language that would remove the requirement for mandated OSCC partner programs to secure a seat on the State WIB and LWIB. In fact, DoL and the State WIB should enforce adherence to this requirement, because representation is necessary in order to prohibit the erosion of intensive services targeted to older workers currently served by the SCSEP.

In addition, during the WIA Reauthorization process, offer amendments that require the director of a State Unit on Aging, which administer a SCSEP, to be a member of the State WIB to ensure that SCSEP participation occurs at all levels of the OSCC system, and the needs of this particular population are met.

The above recommendation is addressed in DoL's TEN 16-04, which proposes action steps for LWIBs to ensure activities authorized under Title V of the Older Americans' Act of 1965, as amended in 2000, are represented by memberships on WIBs as required by the WIA of 1998. California's SCSEP appreciates and acknowledges DoL's efforts to ensure that the needs of the older worker population are addressed. CDA will pursue the placement of the Director of the State Unit on Aging on the CWIB.

## E-Mail Transmissions Related to the Comment Period for the CALIFORNIA SENIOR EMPLOYMENT SERVICES COORDINATION PLAN

CSESCP –Public Notification

<b>From:</b>	<b>Prock, Xochi @ Aging</b>
<b>Sent:</b>	Thursday, June 24, 2004 9:38 AM
<b>To:</b>	AAA Directors; Workforce Investment Board; SCSEP Title V National Contractors; SCSEP Title V State Contractors; 'peggy@mpic.org'; 'worksource@ci.berkeley.ca.us'; Shaddock, Melvin@EDD; 'pcarson@co.alameda.ca.us'; 'Melissa.Pedroza@edd.ca.gov'; 'jbaker@ohlone.cc.ca.us'; 'mljtnp@volcano.net'; 'dgaghagen@ncen.org'; Finley, Bill@ncen.org; 'mconner@mljt.org'; 'sknox@ncen.org'; 'rcox@ehsd.co.contra-costa.ca'; 'cmarchiano@ehsd.co.contra-costa.ca.us'; 'rcox@ehsd.co.contra-costa.ca'; 'dmccown@ehsd.co.contra-costa.ca.us'; 'lannyl@foothill.net'; 'sleon@workforce-connection.com'; 'pamador@workforce-connection.com'; 'pamador@workforce-connection.com'; 'awatkins@workforce-connection.com'; 'awatkins@workforce-connection.com'; Gaghagen, Kim@Glenn; 'steague@co.humboldt.ca.us'; 'etr@gbis.com'; Innuss, Monica@icoe.k12; 'kentb@co.kern.ca.us'; 'lccc@ncen.org'; 'lcn@ncen.org'; 'pmiller@ttiamerica.com'; Groves, Louri@Torrance; 'marjeanc@selaco.com'; 'cmiller@buildonestop.com'; 'dets@earthlink.net'; 'pmartinez@ci.gardena.ca.us'; 'clenz@ci.glendale.ca.us'; 'jstull@ci.glendale.ca.us'; 'ldshr@sbwib.org'; 'kennelly@hubcities.org'; 'bhubbard@sbwib.org'; 'mjohnson@laul.org'; 'info@laworks.org'; 'aywdc@aywdc.net'; 'Bryan_Rogers@longbeach.gov'; 'kblueford@laul.org'; 'mbell@iwebcon.net'; 'pr-cci@pacbell.net'; 'hchow@cscla.org'; 'ing@westlake-onestop.org'; 'kmiller@lagoodwill.org'; 'ibrown@communitycareer.org'; 'audreym@lefc.com'; 'tcole@wlcac.org'; 'dwalker@sbwid.orgb'; 'manuel.cons@acs-inc.com'; 'ce1@careerencores.org'; 'jflowers@tcwib.org'; Foothill Employment & Training Consortium; 'bdent@laul.org'; 'Helen.wong@redondo.org'; 'vvirueette@careerpartners.org'; 'wscc@santa-clarita.com'; Groves, Louri@Torrance; 'jterramagra@ttiamerica.com'; 'acooper@jvsla.org'; 'fdeleon@myjoblink.org'; Rodriguez, Linda@EDD; Wayne, Donna@co.marin.ca.us; 'nitta@mljt.org'; 'peggy@mpic.org'; 'fred@mpic.org'; 'jean@mpic.org'; 'pitd20@co.merced.ca.us'; 'mec@ncen.org'; 'wernerj@monterey.ca.us'; Zimny, Teresa@co.napa.ca.us; 'nevadacity1stop@yahoo.com'; 'rlslayton@anaheim.net'; 'lwikerson@cccd.edu'; 'toniaU@ci.garden-grove.ca.us'; 'lwhitlinger@ttiamerica.com'; Chen-Lee, Judy@ci.santa-

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 Contractor; Lowe, Linda-TitleV State Contractor  
**Cc:** CDA Title VFGSC  
**Subject:** 2004 California Senior Employment Services Coordination Plan -  
 Public Notification

**California Senior Employment Services  
 Coordination Plan – Public Notification**

Please be advised that a “Draft” copy of the California State Senior  
 Employment Coordination Plan for Program Year 2005 is now available for  
 review and comment. A copy of the “Draft” Plan can be downloaded from  
 the California Department of Aging’s website at:

[www.aging.ca.gov/html/whatsnew/index.htm](http://www.aging.ca.gov/html/whatsnew/index.htm)

All comments should be sent no later than April 26, 2005 to:

Johnna Meyer, SCSEP Policy Manager  
 California Department of Aging  
 1600 K Street  
 Sacramento, CA 95814  
 (916) 322-0788  
[jmeyer@aging.ca.gov](mailto:jmeyer@aging.ca.gov)

Public Commentary begins April 19, 2005 through April 26, 2005.

Xochi A. Prock  
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Fiscal Year 2004-05 FINAL Report (FY 04-05 Changes: 2/22/05 in Yellow; 10/01/04 in Orange) (FY 03-04 Changes in Red)  
March, 2005

### SCSEP Equitable Distribution Report

Please fill in the current number of positions for your state and for each national grantee within your state. Totals and differences will calculate automatically. Adjust column widths as needed. (You may remove columns for national grantees that are not represented in your state.) Save the file and return a copy by e-mail to: [gibson.gale@dol.gov](mailto:gibson.gale@dol.gov)

County	Distribution Factor	Equitable Share	State	AARP	ABLE	ANPPM	EW	NAPCA	NCOA	NICOA	SER	SSA	USFS	Totals	Diff.
Alameda County, CA	0.0387	200	24									176	2	202	2
Alpine County, CA	0.0000	0												0	0
Amador County, CA	0.0015	7					5						2	7	0
Butte County, CA	0.0086	44					30						14	44	0
Calaveras County, CA	0.0018	9					5						5	10	1
Colusa County, CA	0.0008	4					2						2	4	0
Contra Costa County, CA	0.0199	102	0	83										83	-19
Del Norte County, CA	0.0015	8		11										11	3
El Dorado County, CA	0.0036	19					8						16	24	5
Fresno County, CA	0.0288	149	30								96		20	146	-3
Glenn County, CA	0.0011	6					3						3	6	0
Humboldt County, CA	0.0050	26		31										31	5
Imperial County, CA	0.0071	36								5	34			39	3
Inyo County, CA	0.0010	5	4										10	14	9
Kern County, CA	0.0247	127					85						41	126	-1
Kings County, CA	0.0043	22	3	18										21	-1
Lake County, CA	0.0037	19					18						1	19	0
Lassen County, CA	0.0012	6					1						9	10	4
Los Angeles County, CA	0.1763	909	275		70	245		87	42		118	30	47	914	5
Los Angeles City, CA	0.1473	759	241		60	212		103	13		82	26	12	749	-10
Madera County, CA	0.0049	25									25			25	0
Marin County, CA	0.0055	28	13	13			0		2					28	0
Mariposa County, CA	0.0011	6					6							6	0
Mendocino County, CA	0.0039	20					17							17	-3
Merced County, CA	0.0075	39	14				25							39	0
Modoc County, CA	0.0007	4					0						2	2	-2
Mono County, CA	0.0002	1	1										5	6	5
Monterey County, CA	0.0093	48										46	2	48	0
Napa County, CA	0.0040	21	3				15							18	-3
Nevada County, CA	0.0030	16					3						13	16	0
Orange County, CA	0.0588	303	99					99			59	35		292	-11
Placer County, CA	0.0053	27					26						1	27	0
Plumas County, CA	0.0009	5					0						4	4	-1
Riverside County, CA	0.0498	257	92							39	116			247	-10
Sacramento County, CA	0.0345	178		164			14							178	0
San Benito County, CA	0.0010	5					5							5	0
San Bernardino County, CA	0.0460	237	49			71				20		40	56	236	-1
San Diego County, CA	0.0698	360	70			83				25	89	88		355	-5
San Francisco County, CA	0.0350	181						25	166					191	10
San Joaquin County, CA	0.0209	108	22				12		67					101	-7
San Luis Obispo County, CA	0.0078	40		0								39		39	-1
San Mateo County, CA	0.0145	75	19					10	56					85	10
Santa Barbara County, CA	0.0105	54		0								51		51	-3
Santa Clara County, CA	0.0321	166	46					44	79					169	3
Santa Cruz County, CA	0.0058	30							37					37	7
Shasta County, CA	0.0071	37					14						23	37	0
Sierra County, CA	0.0001	1					0						1	1	0
Siskiyou County, CA	0.0026	13					0						22	22	9
Solano County, CA	0.0085	44	8				14		13				4	39	-5
Sonoma County, CA	0.0117	60		51			10							61	1
Stanislaus County, CA	0.0149	77	14				16					47		77	0
Sutter County, CA	0.0031	16					13							13	-3
Tehama County, CA	0.0028	15					12						3	15	0
Trinity County, CA	0.0006	3					0						3	3	0
Tulare County, CA	0.0142	73	12	67										79	6
Tuolumne County, CA	0.0022	11					6						9	15	4
Ventura County, CA	0.0156	81	13			53	10						5	81	0
Yolo County, CA	0.0043	22		10			9							19	-3
Yuba County, CA	0.0025	13					6						7	13	0
<b>TOTALS:</b>	<b>1.0000</b>	<b>5157</b>	<b>1052</b>	<b>448</b>	<b>130</b>	<b>664</b>	<b>390</b>	<b>368</b>	<b>475</b>	<b>89</b>	<b>619</b>	<b>578</b>	<b>344</b>	<b>5157</b>	<b>0</b>

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) ENROLLEES  
IN CALIFORNIA BY GENDER, AGE, ETHNICITY, INDIVIDUALS THAT ARE DISABLED,  
AND AT OR BELOW THE POVERTY LEVEL  
FOR FISCAL YEAR 2003-2004

Enrollee Characteristics			
<b>GENDER</b>		<b>ETHNIC GROUP</b>	
Male	1,439	White (not Hispanic)	1,539
Female	2,571	Black (not Hispanic)	632
<b>AGE**</b>		Hispanic	1,111
55-59	873	American Indian or Alaskan Native	53
60-64	1,149	Asian or Pacific Islander	675
65-69	807	<b>EDUCATION</b>	
70-74	638	8th and Under	537
75 and Over	532	9th - 11th Grade	393
<b>OTHER*</b>		High School Grad or Equivalent	1,295
Family at or Below Poverty Level	3,665	1-3 Years of College	1,137
Veteran	418	4 Years of College or More	648
Disabled	347		
<b>Total for Each Characteristic, except Other*</b>	<b>4,010</b>		

\* This Characteristic would not apply to each participant.

\*\* Eleven participants not recorded.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) ENROLLEES  
IN CALIFORNIA BY GENDER, AGE, ETHNICITY, INDIVIDUALS THAT ARE DISABLED,  
AND AT OR BELOW THE POVERTY LEVEL  
FOR FISCAL YEAR 2002-2003

Enrollee Characteristics			
<b>GENDER</b>		<b>ETHNIC GROUP</b>	
Male	1,280	White (not Hispanic)	1,385
Female	2,344	Black (not Hispanic)	549
<b>AGE</b>		Hispanic	950
55-59	854	American Indian or Alaskan Native	51
60-64	961	Asian or Pacific Islander	689
65-69	755	<b>EDUCATION</b>	
70-74	604	8th and Under	521
75 and Over	450	9th - 11th Grade	325
<b>OTHER*</b>		High School Grad or Equivalent	1,189
Family at or Below Poverty Level	3,217	1-3 Years of College	974
Veteran	366	4 Years of College or More	615
Disabled	315		
<b>Total for Each Characteristic, except Other*</b>	<b>3,624</b>		

\* This Characteristic would not apply to each participant.

**Senior Community Service Employment Program (SCSEP)**  
**State Plan Survey Questions**  
 (Revised March 10, 2005)

Date \_\_\_\_\_ PSA \_\_\_\_\_ County \_\_\_\_\_  
 Telephone  
 Number \_\_\_\_\_ E-mail Address \_\_\_\_\_  
 Agency \_\_\_\_\_  
 Name of Individual Completing Survey \_\_\_\_\_

As a requirement of the U. S. Department of Labor's (DoL) State Plan your participation in completing this survey is required. This year the survey is in two parts. Part I is to address questions that are required to assist CDA in preparing for a DoL evaluation of SCSEPs in California that will be conducted within the next month and Part II is to update the survey results from the Program Year (PY) 2004 State Plan.

**FISCAL YEAR (FY) 2003-04 DATA SHOULD BE USED FOR ANY QUESTIONS THAT YOU RESPOND TO IN THE SURVEY.**

**Complete one survey for each county in which your agency provides services, i.e., if your agency covers Napa and Solano counties – complete two surveys.**

If you are a CDA State Project, e-mail your completed survey to your CDA SCSEP Specialist by **March 21, 2005.**

If you are a National Contractor, e-mail your completed survey to [mpynn@aging.ca.gov](mailto:mpynn@aging.ca.gov) by **March 21, 2005.**

**PART I: THE FOLLOWING QUESTIONS ARE TO ASSIST WITH THE DoL  
 EVALUATION OF SCSEPS IN CALIFORNIA**

1. Provide specific techniques that have been particularly successful in training older workers.  
 \_\_\_\_\_.
2. Indicate how workers' compensation costs affect your program.  
 \_\_\_\_\_
3. How do you determine and measure the value of SCSEP to the community?  
 \_\_\_\_\_
4. How do you insure that participant services are in addition to an agency's needs and are not a substitution for agency services.  
 \_\_\_\_\_
5. Indicate if some community services are more valuable than others.  
 \_\_\_\_\_

Senior Community Service Employment Program (SCSEP)  
 State Plan Survey Questions  
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6. Indicate the unique challenges SCSEP faces. \_\_\_\_\_
- In rural areas \_\_\_\_\_
  - In counties with higher minimum wages \_\_\_\_\_
  - In meeting the needs of monolingual non-English speaking people \_\_\_\_\_
  - with minority older workers \_\_\_\_\_

**PART II: PLEASE REVIEW THE REMAINING QUESTIONS FROM THE PREVIOUS SURVEY AND DETERMINE IF YOU HAVE **NEW** INFORMATION OTHER THAN WHAT WAS REPORTED IN THE PY 2004 STATE PLAN. THE PREVIOUS SURVEY INFORMATION WAS GATHERED FROM FY 2002-03. FOR EACH QUESTION THAT YOU DO NOT HAVE **NEW** INFORMATION, PLEASE MARK THE "NO CHANGE" BOX.**

1. Indicate any new Workforce Investment Act (WIA) activities you provide. **(Check all activities that apply)**

☐ No Change from previous survey

- ☐ One-Stop Career Center Operator
- ☐ WIA infrastructure support – If checked, indicate the type of support (funding)
- ☐ Cash    ☐ In-kind    ☐ None    ☐ Other support, explain \_\_\_\_\_
- ☐ SCSEP co-located in a One-Stop Career Center      # of Centers \_\_\_\_\_
- ☐ SCSEP participants stationed at the One-Stop    # of participants \_\_\_\_\_
- ☐ SCSEP office at the One-Stop
- ☐ Other type of co-location activity, explain \_\_\_\_\_
- ☐ Local Workforce Investment Board (LWIB) member      # of LWIBs \_\_\_\_\_
- List the name(s) of LWIB member(s) representing older workers** \_\_\_\_\_
- ☐ LWIB committee member      # of committees \_\_\_\_\_
- ☐ Other WIA activity, explain \_\_\_\_\_

2. Indicate if new Memorandums of Understanding (MOU) have been executed with the following agencies. **(Check all agencies that apply)**

☐ No Change from previous survey

- ☐ LWIB      # of MOU \_\_\_\_\_

Senior Community Service Employment Program (SCSEP)  
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- ☐ One-Stop Career Centers      # of MOU    \_\_\_\_\_
- ☐ National Title V Contractor      # of MOU    \_\_\_\_\_
- ☐ CDA State Title V Contractor      # of MOU    \_\_\_\_\_
- ☐ Other MOU, explain \_\_\_\_\_

**List the strategies on you plan to execute MOUs with the LWIBs, One-Stop Career Centers, and other SCSEP providers in your county that you do not currently have an MOU with \_\_\_\_\_**

3. List the unemployment rate for your area.

☐ No Change from previous survey

General rate    \_\_\_\_\_      Seasonal rate    \_\_\_\_\_

4. List the top two labor market categories in your community.

☐ No Change from previous survey

1st    \_\_\_\_\_      2nd    \_\_\_\_\_

5. Indicate if SCSEP participants meet the top two labor market categories in your community.

☐ No Change from previous survey

☐ Yes      ☐ No      ☐ Somewhat      If no or somewhat, explain \_\_\_\_\_

6. Indicate your participants' barriers to employment for the top two labor market needs/all other barriers to employment. **(Check all barriers that apply)**

☐ No Change from previous survey

- ☐ Level of Education
- ☐ English proficiency
- ☐ Literacy skills
- ☐ College or Graduate Degree
- ☐ Out of Date      ☐ Obsolete      ☐ Foreign      ☐ Other, explain \_\_\_\_\_
- ☐ Cultural diversity of population

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- ☐ Transportation
- ☐ Health
- ☐ Physical limitation/stamina
- ☐ Lack of job ready skills
- ☐ Computer literacy
- ☐ Other barrier, explain \_\_\_\_\_

## APPENDIX I1

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) ENROLLEES  
IN CALIFORNIA THAT PROVIDE SERVICES TO THE GENERAL COMMUNITY  
AND THE ELDERLY COMMUNITY FOR FISCAL YEAR 2003-2004

Services to the General Community	Number of Enrollees	Services to the Elderly Community	Number of Enrolles
Education	334	Project Administration	210
Health and Hopsitals	147	Health and Home Care	64
Housing/Home Rehabilitation	40	Housing/Home Rehabilitation	30
Employment Assistance	284	Employment Assistance	172
Recreation, Parks, and Forests	355	Recreation/Senior Centers	217
Environmental Quality	24	Nutrition Programs	367
Public Works and Transportation	69	Transportation	7
Social Services	1049	Outreach/Referral	108
Other	403	Other	130
<b>Total</b>	<b>2,705</b>	<b>Total</b>	<b>1,305</b>
<b>Grand Total</b>	<b>4,010</b>		

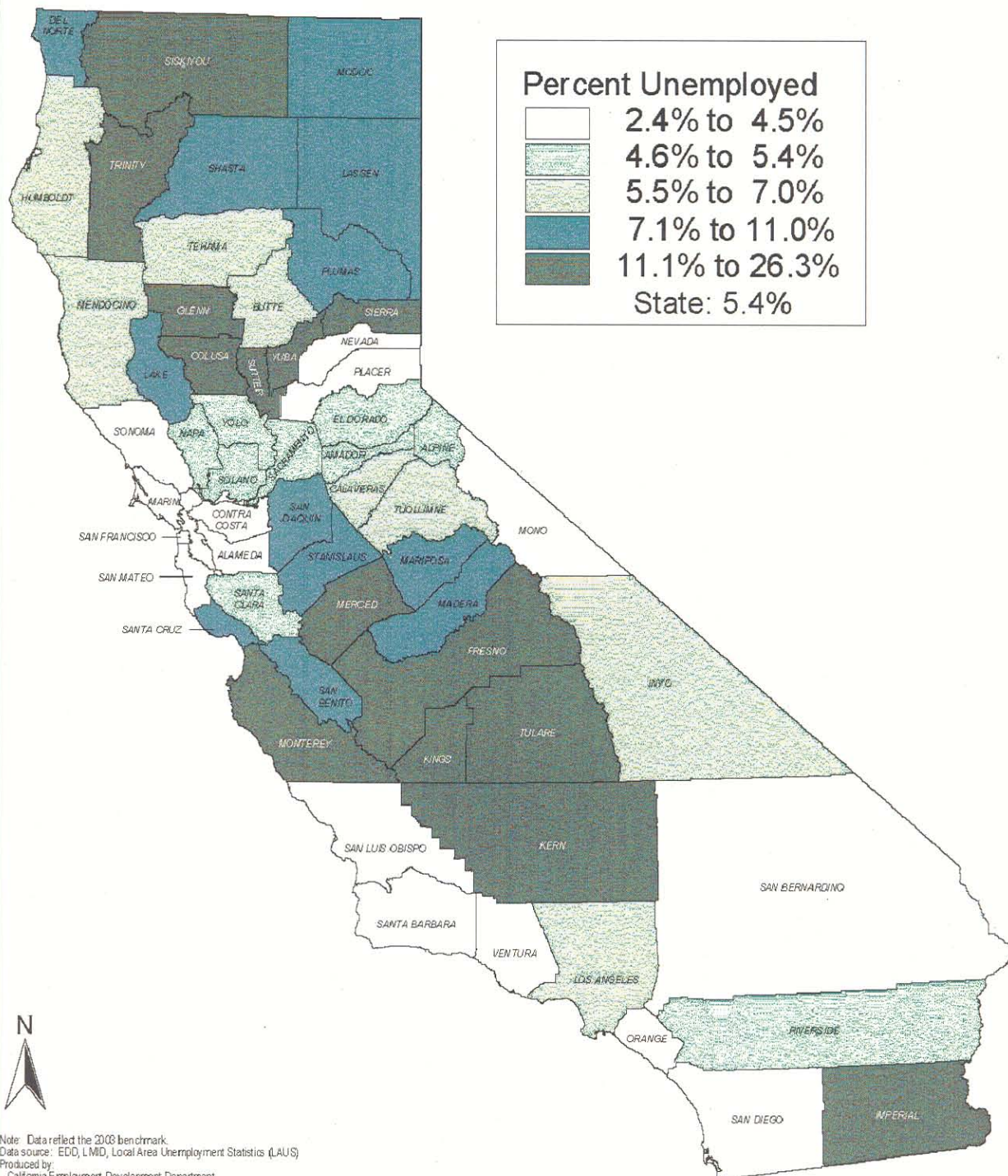
SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) ENROLLEES  
IN CALIFORNIA THAT PROVIDE SERVICES TO THE GENERAL COMMUNITY  
AND THE ELDERLY COMMUNITY FOR FISCAL YEAR 2002-2003

Services to the General Community	Number of Enrollees	Services to the Elderly Community	Number of Enrolles
Education	374	Project Administration	196
Health and Hopsitals	119	Health and Home Care	53
Housing/Home Rehabilitation	45	Housing/Home Rehabilitation	29
Employment Assistance	229	Employment Assistance	102
Recreation, Parks, and Forests	308	Recreation/Senior Centers	151
Environmental Quality	16	Nutrition Programs	351
Public Works and Transportation	47	Transportation	5
Social Services	988	Outreach/Referral	125
Other	409	Other	77
<b>Total</b>	<b>2,535</b>	<b>Total</b>	<b>1,089</b>
<b>Grand Total</b>	<b>3,624</b>		



# County Unemployment Rates

December 2004 (Preliminary, Not Seasonally Adjusted)



Note: Data reflect the 2003 benchmark.  
 Data source: EDD, LMD, Local Area Unemployment Statistics (LAUS)  
 Produced by:  
 California Employment Development Department  
 Labor Market Information Division  
 Data Analysis and Support Unit  
 January 2005

# California Department of Aging



Developed by the California Department of Aging  
 (10/98)

## SENIOR WORKER ADVOCATE COUNCIL

NAME	Employees-Constituents
<u>Jacqui N. Antee</u> AARP- Past California State President	AARP-3.2 million California Members, 6000 volunteers, 27 staff.
<u>Gene Fredricks</u> President, Del Jones Associates	<u>California EAC</u> - 52 local councils- work with approximately 75,000 employers statewide
<u>Kimberly B. Martinson, CAE</u> Executive Director, Transportation Management Association of San Francisco	<u>Transportation Mgmt. Assoc.</u> -Membership base includes about 72,000 employees from approx. 3000 businesses <u>SHRM</u> -165,000 Members
<u>Johnna Meyer</u> SCSEP Policy Manager, Department of Aging, Sacramento	<u>Department of Aging</u> - approx. 4.4 million Senior California residents
<u>Marjorie Murray</u> Business/Legal Affairs Writer	<u>Congress of California Seniors</u> – Over 650,000 California residents